

EEO PUBLIC FILE REPORT

For the reporting period of 12 / 1 / 22 through 11 / 30 / 23

The SEU has a total of 40 F/T Employees in Reporting Year 2 of 2.

This report covers the following station employment unit (SEU):

Licensee / Permittee Name	Call Sign and Type	Community of License (City, State)	FCC Facility ID Number	LMA
Salem Communications Holding Corporation	WNIV(AM)	Atlanta, GA	23067	No
Salem Communications Holding Corporation	WLTA(AM)	Alpharetta, GA	42660	No
Salem Communications Holding Corporation	WGKA(AM)	Atlanta, GA	65976	No
Salem Communications Holding Corporation	WFSH(FM)	Athens, GA	56390	No
Salem Communications Holding Corporation	WDWD(AM)	Atlanta, GA	8623	No

I. VACANCY LIST

The following is a list of all vacancies for full-time jobs filled during the reporting period and the recruitment source (“RS”) that referred the person hired for each vacancy:

Job No.	Job Vacancy Title	Recruitment Source that Referred Hired Person	Date Filled	RS’s Contacted to Fill Vacancy
1.	Media Strategist	Indeed	3/27/23	1-16
2.	Digital Media Strategist	Hawthorne Research	3/27/23	1-16
3.				
4.				

II. RECRUITMENT SOURCE LIST

During the reporting period, the following recruitment sources (“RS”) were contacted as vacancies for full-time SEU jobs opened. There was a total of 7 people interviewed for full-time positions.

RS No.	Recruitment Source (*)	Address, Telephone and Contact Person of RS	Number of Interviewees Referred by RS
* Denotes those organizations that requested notification of vacancy information			
1	Trinity Anglican Mission	2270 Defoor Hills Rd NW Atlanta, GA 30318 Phone: (404)367-6500	0
2	Atlanta Urban League Attn: Career Services	100 Edgewood Avenue NE Suite 600 Atlanta, GA 30303 Fax: (404)659-5326 Phone: (404)569-1150	0
3	The Atlanta Business League	931 Martin Luther King Jr. Blvd Atlanta, GA 30314 jbryson@atlantabusinessleague.org	0
4	HANDSHAKE.COM	https://joinhandshake.com/employers	0

5	The King Center	449 Auburn Avenue Atlanta, GA 30312 Phone: (404)526-8960 Fax: (404)524-8901	0
6	University of Georgia	Career Planning & Placement Clark Howell Hall Athens, GA 30602	0
7	Latin American Association	Attn: Fernando Escalante 2665 Buford Highway NE Atlanta, GA 30324	0
8	Georgia Association of Broadcasters	6 West Druid Hills Drive NE – Suite 330 Atlanta, GA 30329 Phone: (770)395-7200	0
9	NAACP – Macon	290 Rogers Avenue Macon, GA 31208	0
10	100 Black Men of Macon/Middle Georgia	P.O. Box 928 Macon, GA 31202	0
11	Fort Valley State University	Career Services 1005 State University Drive Fort Valley, GA 31030	0
12	Middle Georgia College	Allan Chastain, Dir. Career Resources 1100 Second Street Cochran, GA 31014	0
13	ChristianJobs.com	4880 Santa Rosa Road Camarillo, CA 93012 Contact: Karen Davenport Karen.davenport@salemmedia.cc	0
14	Salem Media Group Inc. Facebook.com, Twitter.com LinkedIn.com, Indeed.com	4880 Santa Rosa Road Camarillo, CA 93012 Contact: Karen Davenport Karen.davenport@salemmedia.com	3
15	Media Recruiter	www.hawthornresearch.com	2
OTHER SOURCES OF INTERVIEWEES			
16	Other: Referrals from family and friends.		2
Total Number of Interviewees			7

III. OUTREACH INITIATIVES

The following outreach initiatives were completed by the SEU during the reporting period:

A. Training for Higher Position:

1. The Operations Manager trained two employees to move into Production roles. This included training with Wide Orbit automation and Mr. Master programming.

B. Participation in Job Fairs:

1. The SEU participated in Career Day March 20th and 22nd, 2023. 3rd-5th grade students at Dacula Elementary School. The SEU had a table for recruitment at the event manned by our Promotion Department.
2. The SEU's President, Broadcast Media of Salem Radio Inc, participated in the GAB Radio Talent Institute at Grady College, University of Georgia where he spoke on "You and Your Broadcast Career".
3. The SEU attended a College Career Day Mentorship Program on June 21, 2023. The Business Manager spoke on Career Readiness with the Junior District Attorney Investigator Mentorship Program in Gwinnett County.
4. The SEU hosted interns from the GAB summer internship program on August 8th, 2023, to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities. They spent the day in the Sales meetings, Promotions meetings and spent time with each Department Head...Sales Manager, Promotions Manager, Business Manager, Operations Manager, and Chief Engineer.
5. The SEU participated in career day at Sugar Hill elementary School on November 16th. Our fill in afternoon host spoke to 10 different classes about working at 104.7 the Fish.